**Management Faculty of Color Association (MFCA) Condemns Recent Anti-DEI Legislation**

The Executive Committee (EC) of the Management Faculty of Color Association (MFCA) closely monitors legislative actions that may impact its members. As such, we are deeply troubled by the direction of many states, including Iowa, Florida, Ohio, and Texas, to ban diversity, equity, and inclusion (DEI) programs and classes on college campuses. We unequivocally condemn these bills as tools meant to maintain white supremacy through racial historical ignorance and silence the voices of those dedicated to challenging this country to live up to its creed for all Americans regardless of race, ethnicity, gender, or sexual orientation. The very tenets of academic freedom as we know it – those built on the development of critical thinking skills of our students through thought-provoking dialogue and research – are being threatened. Our efforts to help dismantle systems of oppression and injustice through our teaching and scholarly endeavors are on the line.

For many of us, we would not hold our degrees had we not benefited from the vision of one specific DEI-program, the PhD Project, or the specific apprenticeship of our doctoral programs in the areas of DEI. The vague language in these bills not only threaten our ability to teach and research these essential topics but may also result in consequences that affect everything from our ability to obtain tenure to the future of our historically black colleges and universities (HBCU) and Black Greek-letter organizations that many of us hold dear. As such, the EC of the MFCA felt compelled to make it known where it stands on these matters. The MFCA will continue to fight the ignorance and racist precepts that led to these bills. Our voice will not be silenced. We will work to continue to shine a light on social injustices within academia and beyond so that this country lives up to its full potential for all of its citizens. We join other organizations in this valiant stand and implore our allies to do the same.

Executive Committee of MFCA